# EMPLOYFE RICE H

# UNDER THE FAMILY AND MEDICAL LEAVE ACT

# Barre Fax as en trace

job-protected leave to eligible employees for the following reasons:

- · for incapacity due to pregnancy, prenatal medical care or child birth;
- to care for the employee's child after birth, or placement
- · to care for the employee's spouse, son, daughter or parent, who has a serious health condition; ar
- · for a serious health condition that makes the employee unable to perform the employee's job.

definition of continuing treatment.

#### Use of Leave

#### Leave can be take

medically necessary. Employees must make reasonable efforts to schedus at leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken or an interteitlent hashan.

Eligible employees who was a constrained by some son, daughter or program on covered active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty or call to covered active duty status may be active duty or call to covered active duty status may be active duty or call to covered active duty or call t ig ou genoies Que leave entit exigencies may include attending certain mittany events, arranging for a policion and alternative children addressing certain with a supplier and a supplier and counses and sevents are a supplier and a supplier and counses and sevents are a supplier and supplier and sevents are a supplier and supplier a

reintegration briefings.

leave while taking FMLA leave. In order to use paid leave for FMLA leave, en is must comply with the employer's normal paid leave

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is forese The first that the second seco

# FMLA :

employees to take up to 26 week

member during a single 12-month period Chinard on Beserves, who is wedge neighn cuedical treatmen recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness\*; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness \*

it the leave may quality for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job function to perform daily activities, the need for hospitalization or continuing treatment by

war military family leave. Employees also must inform the things by a land the requested leave is for a season for which EMI A leave w taken or certifica. Employees also may be required to provide a cel and periodic recertification supporting the need for leav

\*The FMLA defi ns of "serious injury or illne current servicemembers and the erans are distinct from the FMLA definition of "serious health condition".

## Benefits and Protections

During FMLA leav while employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment is t that accrued prior to the start of an employee's leave.

Employer Responsibilities
Covered employers must inform et ployees a less whether. they are engine unwerters A. A. Melyare; melyanetimus upconging additional information required as well as the employees' rights and responsibilities it they are no ible, the employer must provide a

Covered employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determine EMIL A - reptanted #5 ample

### Eligibility Requirements

Employees are eligible if they have work least 12 months, have 1,250 hours of \$2

### Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

under FMI A- and

discharge of discriminate against any person for opposing any practice

# airling and arere wentproyees.

### **Definition of Serious Health Condition**

A serious health of the first involves either an overnight stay in a mea care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from the same that the functions of the employee's job, or prevents the quantier in my inemmer moin participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consect in the same days combined with at least two visits to a health care provider or one visit and

#### Enforcement

int with the U.S. Department of I about Sun against an employe

FMLA does not attect any fedéral or State law prohibiting discrimination, which provides greater family y III u 8 (1) (1)

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the tex 29 C.F.R. § 825.300(a) may require additiona



